

FOLIO

15 FEBRUARY 1991

Process of restructuring begins in earnest

ADMINISTRATION PUTS 12 PROPOSALS ON THE TABLE

Painted into a corner, financially speaking, the University of Alberta has devised a number of proposals to help it tiptoe out as delicately as possible. The message from yesterday's release of the proposals was that the footing can be made surer if the University community thinks about the proposals, debates them and offers suggestions for improvements.

"These are difficult times at the University of Alberta, and these proposals will not make them easier in the short run," reads the executive summary of the 42-page document "Maintaining Excellence and Accessibility in an Environment of Budgetary Restraint."

The keenly awaited document was made public by President Davenport, Board of Governors Chairman Stan Milner, and Vice-President (Academic) Peter Meekison at a news conference in University Hall.

"We are well aware of the tension which our collegial system of governance will experience as a result of these proposals. We nonetheless believe that it is not in the interest of the University to defer discussion of such proposals to some future date; delay in this regard will make future adjustments even more difficult."

What is proposed is a series of structural changes designed to reallocate resources within the University in order to "maintain excellence and accessibility in a time of declining resources."

The criteria used in arriving at the proposals were: academic excellence, in terms of the quality of teaching and research; relative needs, using such measures as the ratio of student enrollment to staff; student enrollment; student demand for pro-

grams, and alternative sources for particular programs; national prestige; international prestige; academic centrality; the quality of service to the community; and the ability to place graduates.

"In many cases, our recommendations with regard to specific units are designed to shift resources away from units with low student demand in order to maintain overall accessibility at the University," President Paul Davenport stated.

"THESE VIEWS ARE NOT UNIVERSITY POLICY; THESE PROPOSALS BECOME POLICY ONLY IF THEY ARE APPROVED BY THE UNIVERSITY OF ALBERTA GOVERNING BODIES."

The writers of the document, Dr Meekison, and Associate Vice-President (Academic) Dianne Kieren, have emphasized that it "represents the views of the President and Vice-Presidents with regard to some important decisions which we feel should be taken in order to reallocate resources at the University of Alberta. These views are not University policy; these proposals become policy only if they are approved by the University of Alberta governing bodies."

The proposals are:

- That the net expenditure budget for the noncredit courses and programs of the Faculty of Extension be reduced in 1991-92 dollars to the following levels: 1990-91 \$2.6 million; 1991-92 \$2.15 million; 1992-

93 \$1.85 million; 1993-94 \$1.5 million; 1994-95 \$1.2 million; 1995-96 \$.9 million.

- That the Department of Oral Biology be reduced to six academic staff members from its current level of 10 and that the remaining budget be decreased by 50 percent effective 30 June 1991 or thereafter.

- That the University Computing Systems salary and benefits budget be reduced by \$1 million over five years, and the funds be

- That the Department of Agricultural Engineering be closed on 30 June 1991 with no further admission into the degree programs after 1990-91.

- That the Department of Applied Sciences in Medicine be closed as of 30 June 1991.

- That the Faculty of Dentistry DDS annual quota be reduced from 50 to 30 beginning with the 1991-92 intake of students.

- That the Department of Recreation and Leisure Studies be closed as of 30 June 1991 and that a Division of Recreation and Leisure Studies be created within the Department of Physical Education and Sport Studies. Also, that five FTE faculty and one nonacademic FTE be retained within the receiving department to support a degree program reduced to a quota of 20 students in each of years 2, 3, and 4, and with up to 10 additional transfer students admitted from other postsecondary institutions in each of years 2 and 3.

- That the Mining Engineering Program be closed with no further admission of students into the program after 1990-91.

- That the Vocational Education and Industrial Arts Education (High School Specialization) programs be merged into a single degree program and that the four faculty associated with these programs be transferred to the Department of Secondary Education. Also, that the quota in this merged area be significantly reduced with one faculty position retained to teach the basic Vocational/Industrial Arts (High School Specialization) courses.

redirected on a permanent basis to a UCS budget line for capital equipment purchases. The adjustment will be made in five annual base budget reallocations of \$200,000 within the UCS budget. This budget transfer is in addition to the reduction required by any general budget reduction.

- A complete review of Printing Services, an ancillary unit, is under way with the objective of improving service and reducing costs. All possibilities are under consideration including: complete closure of all or parts of the operation, transfer of services to other units on campus, tendering out or privatization. The Vice-President (Student and Academic Services) intends to present a recommendation to the Board of Governors by July 1991.

Continued on page 2

GFC DEFEATS MOTION TO CANCEL CLASSES

General Faculties Council has voted not to cancel classes 1 March. The motion, which was reconsidered at a special meeting of GFC 11 February, was defeated by seven votes (41 in favor, 48 opposed).

On 28 January, Council supported the motion, the underlying reason for which was to give students and faculty the opportunity to march to the legislature to "express the severe problems caused by underfunding." As Council's ranks were reduced when the vote was taken and subsequent discussion both on and off campus was marked by disagreement, it was decided that the motion should be reconsidered.

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- Vice-President Meekison announces resignation
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Proposals for restructuring

Continued from page 1

- That the Faculty status of Student Counselling Services be abolished 30 June 1991 and that tenured staff in Student Counselling Services, following consultation, be considered for appointments by the Vice-President (Academic) in academic departments as of 1 July 1991, with evaluation by the home Faculty for tenure, salary, and promotional purposes; and that subsequent secondments be arranged to Student Services to maintain the counselling function for the University. Also, that the student counselling function (personal short-term counselling and group work in the area of study skills, stress reduction and other wellness programs) be maintained from 1 July 1991 under Student Services.

- That the Faculty of Library and Information Studies be restructured as a School as of 30 June 1991 or 1992, with terms and conditions established by General Faculties Council. Also, that the School of Library and Information Studies be placed administratively within the Faculty of Arts or another Faculty; and that the terms and conditions established by General Faculties Council allow for autonomy with respect to budget and curriculum planning for the degree program with academic staff being evaluated by the Faculty in which the School is placed administratively, for

tenure, salary and promotional purposes and with appointments being approved by the Faculty Dean.

The consideration of these 12 recommendations within the University will proceed as follows: Recommendations 1-3: GFC Planning and Priorities Committee recommends to the Board of Governors Finance Committee which recommends to the Board of Governors. Recommendation 4: Vice-President

Faculty could be merged with related academic departments to attain greater integration across Faculty and departmental boundaries. For example, the document says, units such as the Legal Resource Centre, and the Adult Education unit, could consider a merger with the Faculty of Law and the Department of Adult, Career and Technology Education respectively. A second possibility is that the Faculty of Extension could

"THE TOTAL LONG-TERM POTENTIAL ANNUAL EXPENDITURE REDUCTION RESULTING FROM THE IMPLEMENTATION OF THESE PROPOSALS COULD BE \$4,500,000."

(Student and Academic Services), after consultation with the Planning and Priorities Committee, recommends to the Board of Governors Finance Committee, which recommends to the Board of Governors. Recommendations 5-12: GFC Academic Development Committee recommends to the GFC Planning and Priorities Committee which recommends to the GFC Executive which recommends to General Faculties Council which recommends to the Board of Governors Educational Affairs Committee which recommends to the Board of Governors.

The document states: "If all 12 recommendations were to be approved and implemented, the estimated potential annual reduction in expenditures after five years would be \$2,800,000, including \$500,000 in faculty salaries and associated benefits (for those positions projected to become vacant within five years), plus \$800,000 in other salary and benefit costs and nonsalary costs, plus \$1,500,000 related to reductions in net expenditures in the Faculty of Extension. When all the faculty positions in question are vacated, the potential annual expenditure reduction in faculty salaries and benefits will increase by an additional \$1,700,000. The total long-term potential annual expenditure reduction resulting from the implementation of these proposals could be \$4,500,000." (Figures are in 1991 dollars.)

The budgetary document has a section titled "Other Areas for Potential Structural Changes in Academic Units." One consideration is for a Faculty or organization of health sciences to be made up of all or some of the Faculties of Dentistry, Nursing, Pharmacy and Pharmaceutical Sciences, Rehabilitation Medicine, Physical Education and Recreation and Home Economics.

There may be a number of ways in which the Faculty of Extension could enhance its operation; University administration says "we would challenge the unit and the entire campus to engage in discussion and consideration of several options for providing the extension function." One suggestion is that several functions or units within the

be merged into the Faculty of Education in order to create a new unit with a new name, function and identity. "Such a proposal arises from the view that these two units share a common interest in the area of adult and continuing education.

Among other other suggestions raised in the document are:

- A possible merger of the Faculty of Home Economics with other Faculties. ("Small units like this one often can benefit from economies of scale. Mergers can also encourage cooperation in research and graduate study, and may enable the rationalization of course offerings.")
- A possible merger of the Departments of Health Services Administration and Educational Administration with the Faculty of Business. ("The two departments are primarily graduate departments and have fulfilled an important role in the administration area. While the existing degrees would be maintained, the graduate programs could be merged, combining core courses in administration, such as organizational theory, with specialty streams such as education or health services.")

- Greater cooperation among the Faculties of Science, Medicine, and Agriculture and Forestry which might lead to the merging and restructuring of certain units. ("There is growing duplication at a time when the boundaries between some of these disciplines are becoming increasingly blurred.")

- Professional Faculties with limited service teaching should explore means by which they can increase service teaching so that course redundancies are limited and increased interdisciplinary cooperation is encouraged.

- Policies on service courses were developed in the mid-1960s and are simply out of touch with the times. The policies should be reviewed and subsequently revised "so that course redundancies are minimized and interdisciplinary cooperation enhanced."

The anatomy of the budget document

"Maintaining Excellence and Accessibility in an Environment of Budgetary Restraint" underwent seven drafts before being printed late last week.

"It's gone through a lot of drafting to get the wording just right. Now it's a process of consideration," says Peter Meekison, Vice-President (Academic) and the architect of the document.

The process of restructuring really got going with discussions at the Deans' retreat in early November. In those and subsequent discussions across the University, three points came to the fore and were noted by President Paul Davenport in a 29 November memo to Deans, Chairs and Directors and Presidents of the University's constituent groups:

- "Across-the-board cuts destroy excellence: we need to exercise greater selectivity in our annual budget reductions. Preserving excellence in some areas will require that other areas be reduced in size or eliminated.

- The required selectivity can not be achieved with a series of independent annual decisions: we need to plan the allocation of resources over a greater time period than the annual budget year.

- Despite the budgetary restraints of recent years, our academic community remains remarkably dynamic and open to new approaches: our academic units are continually changing and adapting to new circumstances and opportunities, seeking ways to improve the use of existing resources, and to share resources with other units in a manner which reduces unwarranted duplication of effort. We need to encourage this dynamism and flexibility in our planning."

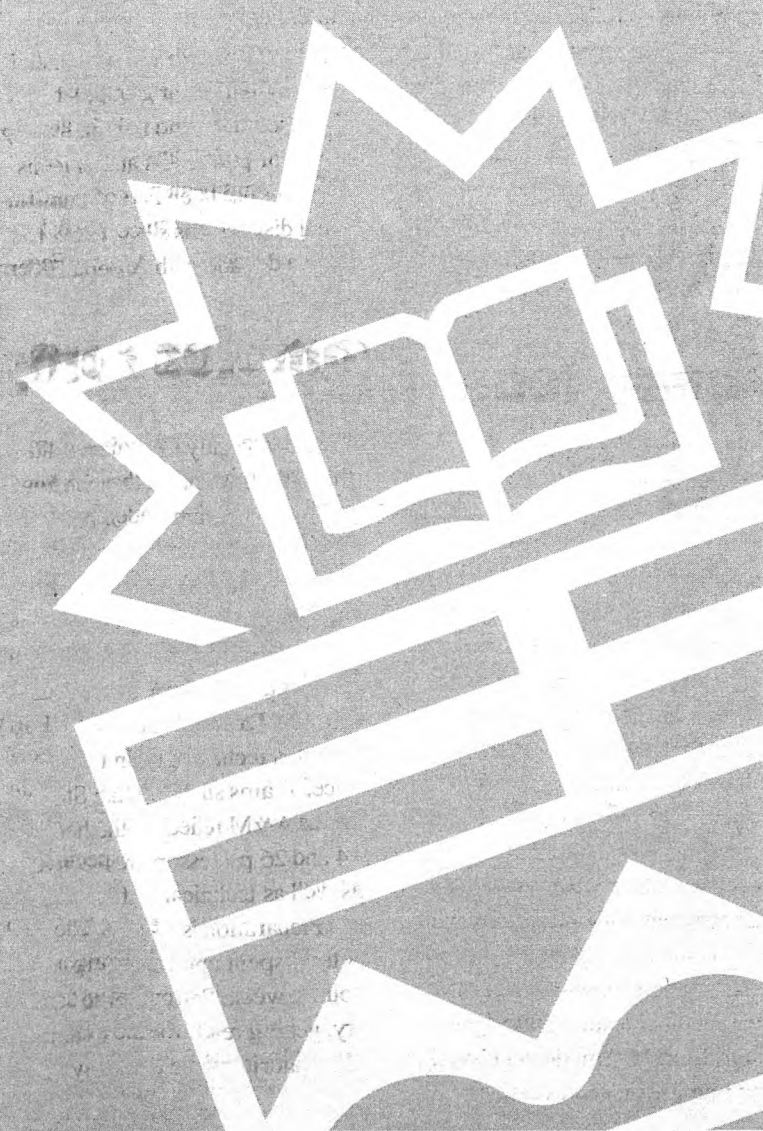
(The President pointed out that the document which presents the proposed structural changes is *not* a substitute for the University's 1991-92 budget proposals to the Planning and Priorities Committee and the Board of Governors. The 1991-92 budget will contain both across-the-board and selective expenditure reductions, he said.)

"We've tried to involve students, faculty and support staff early enough in the process," says Dianne Kieren, Associate Vice-President (Academic). "I can't say there's no pain or cost involved in this. We've tried to be sensitive to the concerns of all people involved but we haven't done this before." She says the U of A is the first postsecondary institution in the province to "go the selective cuts route. We don't have models in the province to refer to."

Dr Kieren views the restructuring as a motivational thing. "We're the people who can create positives out of it."

Dr Meekison says, "We're inviting other comments. People can say 'that's a crazy idea, here's one that's better.' That's what we want. I expect the debate to be sharp at times but I think people realize the University's choices are limited."

Dr Meekison predicted the proposals would be considered by General Faculties Council in May and by the Board of Governors in July.



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OFFICE OF PUBLIC AFFAIRS
423 ATHABASCA HALL
UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA T6G 2E8
(403) 492-2325
MTS - TJMH PROFS - ZZOPA
FAX - 492-2997

All enquiries and correspondence
should be directed to:
RON THOMAS: EDITOR
MICHAEL ROBB: ASSISTANT EDITOR

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Peter Meekison (left), in the company of President Davenport, announces his retirement as Vice-President (Academic).

Meekison leaving Vice-Presidency

CANADIAN CONSTITUTION A 'DEEP AND ABIDING INTEREST'

If music had been piped into the Board Room in University Hall before a news conference given by Peter Meekison, an appropriate tune would have been "This Land is Your Land, This Land is My Land."

Dr Meekison, Vice-President (Academic), announced 7 February that he is leaving that portfolio to devote all of his time to examining and, in all likelihood, making suggestions on, the state of the nation.

"I think the country is in danger of coming apart. That bothers me. I think it should bother everyone in this room," Dr Meekison told reporters and a number of his colleagues.

"Canadians," he said, "have got to come to the realization that we're in trouble."

"To me, the national debate will begin in earnest at the end of the summer after people have had an opportunity to reflect on the various positions," he continued. "I want to be free to participate in the [national unity] debate as it unfolds. We will see a very different Canada, constitutionally, in four or five years."

Dr Meekison's resignation will take effect 31 August at the earliest, or 31 December at the latest. He has

been Vice-President (Academic) since 1984. He will take a one year leave of absence and then resume full-time teaching and research in the Department of Political Science.

During the leave, Dr Meekison will "read the different position papers, go back over old position papers, look at other political systems with a view to coming up with solutions."

President Paul Davenport said Dr Meekison had achieved a well-deserved reputation as one of Canada's outstanding constitutional experts. "Dr Meekison brings to the issues of national unity a combination of scholarly background and experience with government that is probably unique in our country."

Dr Meekison said he informed the President of his decision last week. "He tried to change my mind but after hearing my reasons, he accepted my resignation."

While he won't be associated with any particular group, Dr Meekison needs no help in getting the ear of politicians and citizens alike. He has been part of constitutional discussions since 1969, has spent a decade with Alberta Federal

and Intergovernmental Affairs (he was Deputy Minister for seven of those years), and participated fully in the Meech Lake process. "Dr Meekison is known personally by people in Edmonton and Ottawa and across the country. There's no question he'll influence the decisions that will be made," President Davenport said.

The next round of discussions will be very difficult and won't be limited to proposals emanating from Quebec, Dr Meekison stated. "The agenda's going to be very large. Picking your way through the mine field will be difficult."

He noted that the Belanger Campeau Commission report will be released at the end of March as will the Quebec Liberal Party position on the Constitution which will be based on the recently released Allaire report. Very early in July, both the Spicer Commission and the newly established Parliamentary Committee on the Amending Formula will release their reports.

Range team tramples competition

The University of Alberta's Range Management Team is fast approaching the point where its reputation precedes it.

Since 1981, its first foray into the annual undergraduate competitions sponsored by the Society for Range Management, the team has chalked up a number of team awards and one individual award. At the most recent competition—11 to 17 January in Washington, D.C.—the U of A entry placed first on the range management principles exam and fifth on the range plant identification exam, its best showing ever. The nine-member team was up against teams from 16 American universities and four Mexican universities.

"We're the only Canadian team that's been involved that we know of," said program leader Art Bailey (Plant Science).

According to Dr Bailey, the team was again rated an underdog. That's not too surprising in light of the fact that the support unit consisted of Dr Bailey and coach Barry Irving, a technologist in Plant Science. Teams such as Utah State and Texas A&M relied on the help of 14 and 26 professors, respectively, as well as technical staffs.

Preparation is the key. The U of A team spent upwards of eight hours a week, September to January, getting ready for the exams. The majority of the time, says

Irving, coach of the team since 1986, was devoted to the plant identification exam, that is, "to specifics plus the general stuff we knew would be on the test." The exam consists of 100 plant mounts, drawn from a master list of 200 of the most important North American range plants (grasses, forbs and shrubs. The winning team—Antonio Narro in Mexico—averaged 96 percent; the U of A team's average was 88 percent.

The range management exam is divided into six categories: Range Ecology, Grazing Management, Range Improvements, Range Regions, Range Inventory and Multiple Use Relationships. The U of A team achieved a score of 695 out of a

Canadian family changing, but values still intact

Is the Canadian family in trouble? "I don't really think it is," says Susan McDaniel (Sociology). She grants that the family is changing in response to wider social changes, but her research indicates that families are not worse off today than in previous generations.

The single-parent family, for example, is nothing new. "In fact," she says, "there were more single-parent families in 1941 in Canada than there are today. But they were caused by widowhood."

Nor were those families buttressed by live-in grandmas and grandpas. "We still have this myth that we lived in these large, loving families in the past, and the family has changed so much," she says. Yet the demographic data show that, because of shorter life spans, "The vast majority of families in Canada's past lived in two-generation families, that is, parents and their children."

When people did live long enough to be widowed and grandparents—especially women—they were more likely to live alone or with friends, rather than moving in with their children's families. Professor McDaniel says, "They only

lived in extended family units when they had to, when they couldn't afford to do anything else."

She finds that older people still prefer to live on their own than with their children, and that women in particular are building family-like connections out of long-standing friendships. They are living together for the pleasures of sharing daily experience, and pioneering systems to do what families often can't, such as palliative-care networks to care for dying friends.

Professor McDaniel suggests that we limit ourselves by presuming that the nuclear family is the proper and/or the best place for care-giving to take place. By insisting on the nuclear-family model, she says, we miss out on the caring potential in other arrangements, including creative child-support networks made up of friends, neighbours, ex-spouses, and blended families.

Once we get beyond the nuclear-family-is-best assumption, we can see other relationships as innovative and healthy rather than second-best aberrations. Rather than giving up on family values, she says, "people are crafting new ways of being familial."

A career in review

Peter Meekison's expertise has been tapped by the Government of Alberta during a number of constitutional conferences and crises. He was a member of the Alberta delegation to last year's constitutional talks aimed at resolving the Meech Lake impasse. He was a member of Canadians for a Unifying Constitution, and made presentations to parliamentary committees on Meech Lake.

A senior advisor on constitutional matters to the provincial government since 1986, Dr Meekison attended the 1987 First Ministers' Conference on Aboriginal Rights and attended both Meech Lake and Langevin meetings leading to the 1987 Meech Lake Agreement.

During the constitutional negotiations in 1980, he developed and prepared the formula tabled by

Alberta which ultimately became the amending formula in the Constitution Act, 1982.

Dr Meekison was with FIGA from 1974 to 1984. As Deputy Minister of the department (1977-84), his responsibility was to maintain and further the relationship between the province and the federal government.

A graduate of three universities (UBC, BA; Western Ontario, MA; and Duke, PhD), he joined the University of Alberta's Department of Political Science in 1967 and chaired the department for two years before moving to FIGA.

In the words of President Davenport, "Peter has been an outstanding Vice-President (Academic), whose personal warmth, vision, and courage have won the respect and friendship of faculty, staff, and students throughout the University."

Julie MacDougall, Christine Nykoluk, Brian Olson, Andrea Sissons and Wendell Stauffer. (Bailey and Irving will have their work cut out for them next year because Jorgenson is the only returnee.)

The team's expenses were defrayed by the Range Management Endowment Fund, donations from Alberta members of the Society for Range Management, donations from Range Team alumni, the Alma Mater Fund, the Students' Union and the Agriculture Club.

possible 900. The runner-up, Utah State, got 645. Historically, the two exams have been treated as separate entities. Many US schools that have large enrollments in range management send specialty teams to compete in each exam. All U of A range team members compete in both exams.

U of A students have also been active in both the paper session and the poster session, bringing a Canadian perspective about rangelands and resource management problems to the international conference.

Members of the 1991 University of Alberta Range Team were: Marcia Hewitt, Byron Jonson, Murray Jorgenson, Jodie Kekula,

Demands for rehabilitation services growing

U OF A TEAM TO PROFILE SUPPORT PERSONNEL

A research team in the Faculty of Rehabilitation Medicine has received a \$233,125 grant from the National Health Research and Development Program (NHRDP). Directly ahead is an investigation of the role and use of support personnel who assist in the provision of rehabilitation services.

"Results of this research will yield a description of support personnel as they are today and as they might be in the future in terms of their training, responsibilities and supervision," says Paul Hagler (Speech Pathology and Audiology), one of the co-investigators involved in the strategic grant project.

The six-person team will spend the next 19 months mounting a profile of support personnel (workers who assist occupational therapists, physical therapists, speech-language pathologists, and audiologists in the delivery of their services).

Sharon Brintnell, Acting Dean of the Faculty of Rehabilitation Medicine, says recognition of the U of A's

expertise is a significant thing. "It was a national competition; we were looking at it from a truly competitive viewpoint."

The study will be carried out by means of a questionnaire and a series of interviews.

Expanded use of support personnel may be a viable response to increasing demands for rehabilitation services, Dr Hagler says. "With the assistance of support personnel, rehabilitation professionals may be able to provide services to more people. Training must prepare support personnel to assist in providing the standard of care that the Canadian health care consumer has come to expect."

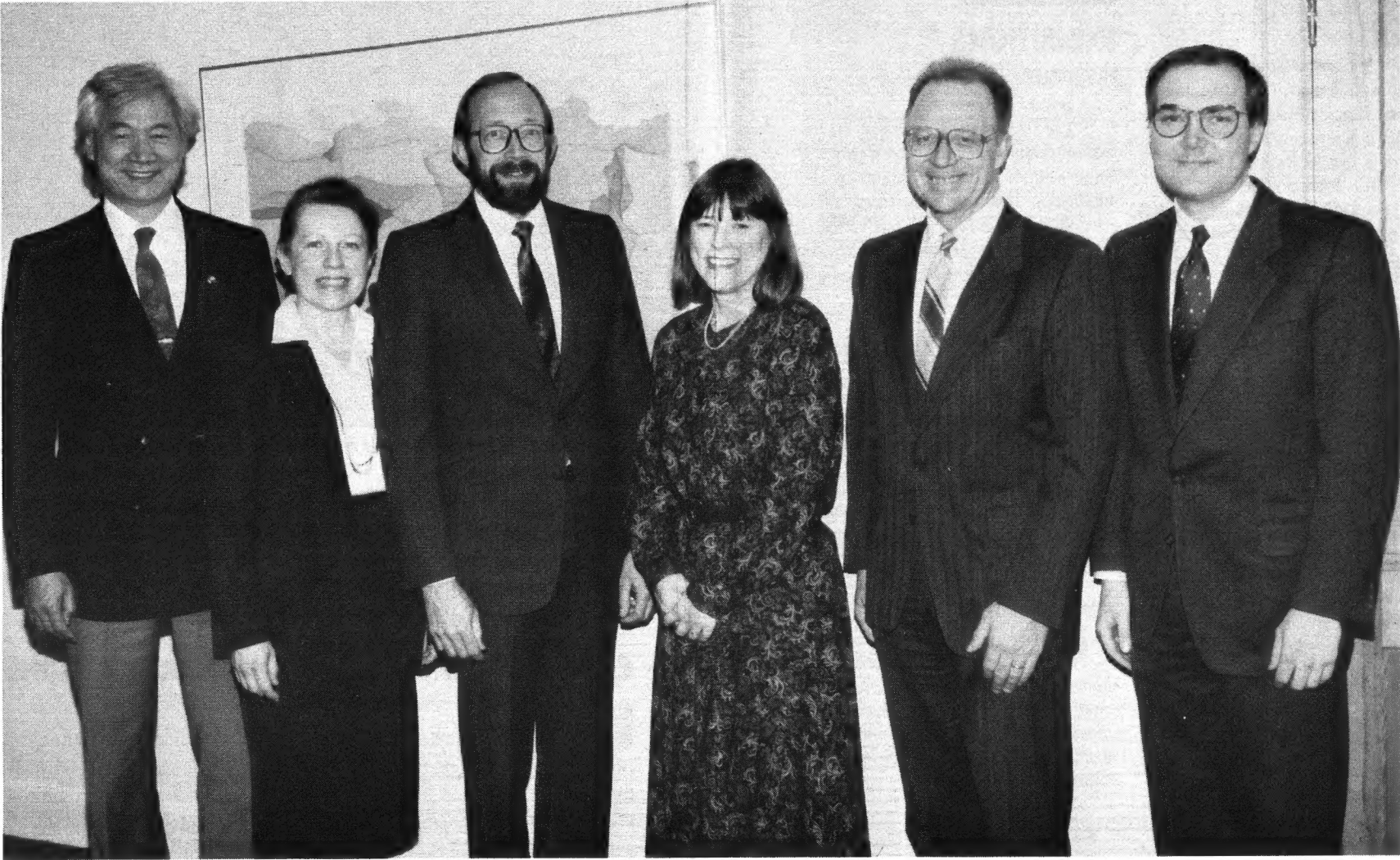
Dr Hagler says increased use of support personnel may mean that professional education programs will need to supplement their curricula with instruction on the supervisory process to prepare professionals to work productively with support staff.

The findings will impact on the training of support personnel and their responsibilities in a wide variety of educational and health care settings having rehabilitation programs, Dr Hagler says.

"National and provincial governments, the rehabilitation professions, other health care professions, and educational programs nationwide are awaiting the results of this investigation."

Working with Dr Hagler are: Helen Madill (Occupational Therapy); Sharon Warren, Director of the Rehabilitation Research Centre; Joan Loomis (Physical Therapy); Darlene Elliott, Alberta Association of Registered Nurses; and Kerrie Pain, Director of Research Services, Glenrose Rehabilitation Hospital.

The team will also conduct a feasibility study in nursing. This project, Dr Hagler says, will benefit from the ongoing expertise of a team of clinical service delivery consultants at two Edmonton hospitals. Jenneth Swinamer, Director, Rehabilitation Services, is the consultant at the Royal Alexandra Hospital. Elaine Heaton, Director, Department of Communication Disorders; Aline McMillan, Director, Department of Physical Therapy; and Dianna Mah-Jones, Department of Occupational Therapy, will act as consultants at the Glenrose Rehabilitation Hospital.



Celebrating Rehabilitation Medicine's good fortune are (from left): F-S Chia, Dean of Graduate Studies and Research; Drs Madill, Hagler, and Warren; Bob James, Vice-President (Research); and Scott Thorkelson, MP for Edmonton Strathcona.

'Dr Ineffective' condemned by students

"Dr Ineffective" went on trial last week and was found guilty on all counts. He was charged with emphasizing research over teaching, an unwillingness to make use of CITL courses, ignoring student evaluations and refusing to publish student evaluations.

However, "Dr Ineffective" argued that there are far more rewards for research, research pressures prohibited him from attending CITL sessions, and students simply aren't qualified to judge his teaching.

Those arguments were heard 4 February when a group of business and computing science students outlined their findings of a study they conducted as part of an organizational behaviour course. The results were presented at a Committee for the Improvement of Teaching and Learning session titled "Instruction and Professors as Seen Through the Eyes and Research of Students—a Case Study."

The "Students for Effective Teaching Ability" (SETA) randomly distributed 1,100 student questionnaires and 50 instructor questionnaires which dealt with various aspects of instructor performance and evaluation methods used at the University.

The students found that a majority of students believe that the evaluations are not used effectively by departments, even though students consider their feedback impor-

tant to professors. Students also said they felt it was important to complete evaluations thoughtfully.

Professors indicated that they are primarily interested in the students' comments, yet less than one-third of the students said they added comments to pre-coded questionnaires. Fully 65.7 percent of the instructors said they found written comments useful.

"It's unfortunate that only 29 percent of students give extra comments, because professors say this is the most valuable part of the [course evaluation] form," said co-presenter Jan Gerdes. "We feel this statistic may be partly due to time constraints. From my experience, the forms are usually given out during the last five minutes of class and everyone is usually in such a rush to get to their next class."

Tackling the long-standing issue of the teaching-research balance, co-presenter Martin VantErve said students recognize the importance of research for teaching senior level courses, "but they still feel that teaching effectiveness is important for all course levels."

The students also asked professors how they rated the relative importance of practical experience or research to teaching ability.

"For junior level courses, the professors' views were concurrent with students' views," he explained. "They felt also that the larger emphasis should be placed on teaching. However, for senior level courses,

instructors placed a much greater emphasis on having research and practical experience than the students felt was necessary.

"Perhaps this is one of the reasons why students tend to have a hard time relating to their professors, because they have different views of the importance of research in the classroom," VantErve said.

Students were asked what percentage of their instructors had what they considered to be unacceptable teaching abilities. Thirty-five percent said between 0 and 20 percent of their instructors had unacceptable teaching abilities; 37.7 percent said between 20 and 40 percent; 17.5 percent said between 40 and 60 percent; and 8 percent said between 60 and 80 percent.

Asked whether they felt that student evaluations were effectively used by the University to improve the quality of instruction, 38.6 percent said they disagreed and 21.1 percent strongly disagreed. Only 10.8 percent agreed, while 28.3 percent were neutral on the question.

Students were asked whether instructors who receive poor teaching evaluations should take teaching enhancement courses. Forty-one percent strongly agreed that instructors should take the courses and 43.8 percent said they agreed. Gerdes said CITL sessions are not generally well attended and are usually attended by the same group of people.

One reason for this poor attendance, she speculated, may be that professors aren't motivated to do so. The student presenters pointed out that professors are rewarded primarily as a result of their research efforts. Fully 45.6 percent of the instructors in the survey said they didn't have time to take CITL courses.

Students were overwhelmingly in favour of having the results of student evaluations made available to students. Forty percent of the respondents said they strongly agreed with publishing the results and 37.7 also agreed. More than 50 percent of the instructors surveyed also agreed that the results should be published.

Co-presenter Jim Meek said, "If this is a teaching institute, why not put a little more emphasis on teaching? Are we raising the next generation of researchers, or the next generation of people who will take over society?"

Co-presenter Shawna Milton said some mathematics professors said the graduate level courses are more interesting to teach. "And maybe that's one of the problems: people aren't teaching the courses they're interested in."

Traditional food and medical sources threatened by deforestation

It's essential that traditional medical knowledge be preserved because it offers cures that the rest of the world can benefit from, says David Young (Anthropology).

Traditional medical knowledge, however, is threatened by large-scale deforestation.

Dr Young, who has worked extensively with a Cree healer from northern Alberta, said traditional medical knowledge continues to provide service for those who lack faith in western, cosmopolitan medicine, people who find western medicine expensive and people in iso-

lated areas of the world who don't have easy access to western medicine.

"Deforestation alters the ecosystem, in terms of acidity, the amount of shade, and erosion of topsoil," said Dr Young, who, along with graduate student Elizabeth Olsen, presented a talk titled "Use of Wild Plants for Food and Medicine," as the fourth in the "Human Ecology: Issues in the North" interdisciplinary, seminar series.

"Deforestation creates a more homogeneous environment, reducing the number of ecological transition zones where most genetic diversity occurs," he told the well-attended forum. "In the forested areas not farmed, wild plants may return, but there may be fewer species, or at least a different type of plant distribution."

And although these plants may still have useful nutritional and medicinal properties, they may not be familiar to the native people whose repertoire is the result of generations of experimentation with plants in a particular ecosystem, he explained.

Even national parks do not guarantee the survival of natural habitat, he said, and even when they do succeed in maintaining their wild character, they are generally not open to native people for hunting and gathering.

"I think it's extremely important to take steps to preserve wild areas outside national parks," he said.

"These wild areas must be sufficiently extensive so they are accessible to native people, without necessitating long-distance travel. Otherwise, they will not provide a viable alternative as a source of food and medicine."

Focusing on the modern use of wild plants by contemporary native Canadians, Olsen said, "It is important to stress the continuing viability and health values of wild plant use by contemporary native people, especially in the face of development projects, logging and wildlife management schemes which may endanger the habitats where these plants are found."

"Intensive and destructive pressures from white, European society have led to an impairment or loss of traditional knowledge among some native groups," she said. "Even where knowledge of native plants persists, opportunities to collect them are sometimes limited, because of limited access to forest areas where these plants grow."

Native people are interested in preserving traditional use of plants, and many native people continue to collect, dry and stock, herbs, barks and roots for medicinal purposes. Species of berries continue to be collected also. Native-authored cookbooks and native nutrition-education programs, which incorporate traditionally used plants, indicate a continuing interest in the use of wild plants within communities, she argued.

'The Making of a University Teacher'

Joseph Takats loves to teach. But, he admits, "When I first started, I really did not think I would reach the point where teaching would be as enjoyable as research. If it happened to me, it can happen to anybody," he insists.

In the CITL session (5 February), "The Making of a University Teacher," Professor Takats, a former winner of the Rutherford Teaching Award, described how teaching became as satisfying for him as it is now.

He offered no "magic formula" or "secret recipe" for successful teaching. "All of you must discover, through personal tests and trials, what you do best and how you do it best," he advised as he shared some of the formative events and insights of his 20 years at the University.

"I came out fresh from graduate school to do RESEARCH in capital letters," Professor Takats revealed. He was excited about his field and was able and eager to talk about his work with his research group and graduate students. But when he was asked to teach his specialty to upper

level classes, he proceeded to make typical rookie mistakes, he confided. "The tendency to show off our knowledge ... to talk over the heads of our students ... and to give almost impossible exams." He suggested that self-criticism and genuine care for the students can correct these early errors. Once he realized that, students responded better. "As a result, I began to enjoy myself more in the classroom too," he noted.

A few years later though, he was assigned his first freshman chemistry class. "I was not very anxious to face 200-plus students," Professor Takats recalled. He talked with colleagues about teaching strategy, textbooks and class discipline, but still found that first year was not a great success, particularly when it came to setting reasonable exams, he said.

But then he reached a turning point. He was given an opportunity to team teach with a colleague. "I highly recommend it," said Professor Takats, adding some provisos. "You have to get along with one another, have mutual respect and similar teaching philosophies." That year, he explained, the two professors were each responsible for different sections and taught different parts of the course, but each attended and participated in the other's lectures. Everyone seemed to gain from the experience, Professor Takats believes. He said he learned to relax after that course and his lectures became more spontaneous, an important element for him in teaching. "It's not enough to just read your notes or present them in overheads. You have to be there, performing."

It's important that faculty realize that research isn't the only component of their work and that they must be interested in and have enthusiasm for teaching, Professor Takats emphasized. He concluded the session with a "plug" for *The Teaching Professor*, published by the Instructional Development Program of Pennsylvania State University. He endorsed a recent article which advised that when you begin to love teaching, you do naturally what improves instruction.

ACROSS CANADA

UNB HAS FIRST EXECUTIVE-IN-RESIDENCE PROGRAM

The University of New Brunswick has its first executive in residence. Grant Reuber, recently retired deputy chair of the Bank of Montreal, will be the first chairholder of the program which was announced last spring. The executive-in-residence program was established by the bank at UNB in Fredericton.

SIMON FRASER BRACES FOR POSSIBLE TUITION HIKE

A proposal recently brought before Simon Fraser University's Board of Governors could result in students having to dig deeper to pay tuition fees. The proposed hike is 7.3 percent. It's expected the Board will consider the proposal this month.

ONTARIO UNIVERSITIES FACING BLEAK FUTURE

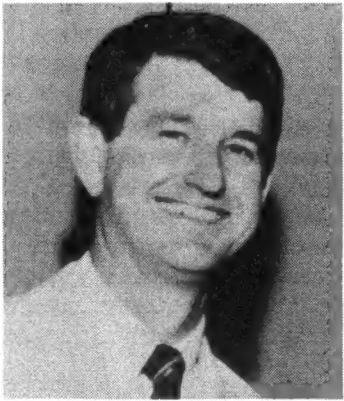
The Ministry of Colleges and Universities' advisory body, the Ontario Council on University Affairs, warned recently that major cuts in service will be necessary if existing fiscal policies continue and if universities must avoid deficits. The OCUA warned that "the equivalent of whole programs, perhaps even whole universities, will have to be closed."

DALHOUSIE RECEIVES ANONYMOUS \$1 MILLION

Dalhousie University recently received \$1 million from an anonymous alumnus to cover costs of renovating the Macdonald Science Library Building. The building is expected to house the three advancement departments and additional meeting space.

DALHOUSIE FOOTBALL SIDELINED INDEFINITELY

The President of Dalhousie University has quashed media speculation about the return of football to the campus. Speaking at a meeting of Dalhousie's Senate, Howard Clark said the university had no plans to resurrect the team, which was dropped in the late 1970s.



Philip Brown

A visitor to take account of

Philip Brown, KPMG Peat Marwick Professor of Accounting at the University of Western Australia, will visit the University of Alberta 25 and 26 February. He is serving as the American Accounting Association's Distinguished International Visiting Lecturer, and will visit universities in the United States and Canada in February and March. His only Canadian visit will be the University of Alberta.

Dr Brown's research interests are in the behaviour of financial markets and in the use of accounting data for management decision-making.

In 1986 Dr Brown received, along with coauthor Ray Ball, the American Accounting Association's distinguished Seminal Contribution to Accounting Literature Award for their 1968 paper "An Empirical Evaluation of Accounting Income Numbers." "No other paper (than the one for which the award was made)," the citation reads, "has been cited as often or has played so important a role in the development of accounting research during the past thirty years."

Dr Brown studied at the University of New South Wales and the University of Chicago; he was a Visiting Professor at Stanford University and the University of Chicago.

He is a consultant to firms in North America, Asia and Australia on matters ranging from financial accounting standards to broad issues of financial policy.

RESEARCH ON PROBLEM DRIVING

The Driver and Vehicle Programs Branch of Motor Vehicles Division, Department of the Alberta Solicitor General, is interested in facilitating research on problem driving. Problem driving includes impaired driving, speeding and other high risk driving behaviours.

For further information, contact Neil Warner at 427-8250.

TALKS

PHYSICS

15 February, 2 pm
ME Evans, "Reversals of the Earth's Magnetic Field." V-125 Physics Building.

HISTORY

15 February, 3 pm
Philip Zachernuk, "Intellectual Life in a Colonial Context: Race, Progress and the Nigerian Intelligentsia." 2-58 Tory Building.

GEOGRAPHY

15 February, 3 pm
Yihua Yuan, "Migration Decision-Making Under Uncertainty." 3-36 Tory Building.
27 February, 3 pm
Michael Novak, Department of Soil Science, University of British Columbia, "Understanding Energy and Mass Exchanges Between the Soil and the Atmosphere." 3-36 Tory Building.

ZOOLOGY

15 February, 3:30 pm
Amico Bignami, Department of Pathology, Brigham and Women's Hospital, Boston, "Extracellular Matrix and Nerve Regeneration in CNS." M-149 Biological Sciences Centre.

PHARMACOLOGY AND CARDIOVASCULAR RESEARCH GROUP

18 February, 4 pm
Vic Rafuse, "Determinants of Motor Unit Size After Peripheral Nerve Injuries." 207 Heritage Medical Research Centre.
25 February, 4 pm
Alan RP Paterson, "Nucleoside Permeation: An Update." 207 Heritage Medical Research Centre.

ALBERTA HERITAGE FOUNDATION FOR MEDICAL RESEARCH

19 February, 4 pm
Lee L Rubin, senior scientist, Athena Neurosciences, South San Francisco, "Tight Junctions and the Blood-Brain Barrier." Presented by Anatomy and Cell Biology. 5-10 Medical Sciences Building.
26 February, 4 pm
David L Paul, assistant professor, Department of Anatomy and Cellular Biology, Harvard Medical School, "Can We Talk? Functional Diversity Among Connexins, the Family of Gap Junction Proteins." Presented by Anatomy and Cell Biology. 5-10 Medical Sciences Building.

LAW

23 February, 9:30 am
Saturday Morning at the Law School—"Buying a Home." Information: 492-3115. Law Centre.

CONTEMPORARY CULTURAL ISSUES

25 February, 4 pm
Lorraine Weir, Department of English, University of British Columbia, "'On Lies, Secrets, and Silence': Adrienne Rich Revisited." L-3 Humanities Centre.

ACCOUNTING

25 February, 3:30 pm
Philip Brown, KPMG Peat Marwick Professor of Accounting, University of Western Australia, "Asset Revaluations and Managerial Incentives." Stollery Centre, Business Building.

26 February, 6 pm
Philip Brown, "Market Microstructure and its Implications for Capital Markets Research Design." Stollery Centre, Business Building.

COMMITTEE FOR THE IMPROVEMENT OF TEACHING AND LEARNING

25 February, 3:30 pm
Alexander J Matejko, "East European Learning Experiences: A Personal Account." TBW-2 Tory Breezeway.
26 March, 3:30 pm
CUJM Stuart, "How to Be a Student." 235 CAB.
27 February, noon
Leslie Aitken, "Books for the Desert Island: How to Select a Textbook That Will Both Instruct and Enchant." TBW-2 Tory Breezeway.
27 February, 3 pm
John Shaw, "Field Trips—Who Was Supposed to Book the Bus?" TBW-2 Tory Breezeway.
28 February, 3:30 pm
Jim E Simpson, Edmonton Public Schools, "The Good Art of Teaching." 235 CAB.

OCCUPATIONAL THERAPY

25 February, 4:30 pm
David Osborne, University College of Swansea, Wales, "Ergonomics and New Technology." 1009 Nurses' Residence.

INTERNATIONAL CENTRE

26 February, 12:30 pm
Smita Swarup, "Bargaining and Dependency: The State and Transnational Oil Companies in Indonesia." 172 HUB International.
27 February, noon
Darren Headley, "The Four Worlds Development Project: Health Promotion and Sustainable Economic Development in Native Communities." 172 HUB International.

HUMAN ECOLOGY: ISSUES IN THE NORTH

26 February, 3:30 pm
B Larke, "Delivering Complex Health Messages to Northern People." 207A Law Centre.

ECONOMICS

26 February, 3:30 pm
Martin Browning, McMaster University, "Consumption Over the Business Cycle and Over the Life Cycle." 8-22 Tory Building.

PHARMACY

26 February, 3:30 pm
JR Dimmock, College of Pharmacy, University of Saskatchewan, "Cytotoxicity of Various Mannich Bases of Conjugated Styryl Ketones Towards Cancerous Tissue." 2031 Dentistry-Pharmacy Centre.

ANTHROPOLOGY

26 February, 3:30 pm
HT Lewis, "Rediscovering the Origins of Agriculture in South Australia." 14-6 Tory Building.

ENGLISH

26 February, 3:30 pm
Ross Chambers, Departments of Romance Languages and Comparative Literature, University of Michigan, "Fables of the Go-Between (on Mediation), Part I: Scapegoating the Mediator (La Fontaine, 'The Eagle, the Sow and the Mother Cat')." 5-20 Humanities Centre.

27 February, 4 pm
Ross Chambers, "Fables of the Go-Between (on Mediation), Part II: Controlling Agency (Le Carré, *The Spy Who Came In From the Cold*)." 5-20 Humanities Centre.

28 February, 3:30 pm
Ross Chambers, "Meddling in Marriage (on Seduction), Part I: Reforming the Meddler (Austen, *Emma*)." 5-20 Humanities Centre.

PHYSICAL EDUCATION AND SPORT STUDIES

27 February, 4 pm
RD Steadward, "Sport Science and Training: Implications for the Disabled." E-120 Van Vliet Centre.

CLOTHING AND TEXTILES

28 February, 11 am
R Heimann, Alberta Research Council, "Development of Febre Coatings for Industrial Purposes." 131 Home Economics Building.

LIMNOLOGY AND FISHERIES DISCUSSION GROUP

28 February, 12:30 pm
John Smol, Queen's University, "Paleolimnological Assessments of Lake Acidification." M-149 Biological Sciences Centre.

SOIL SCIENCE

28 February, 12:30 pm
Steve Hruddy, "Remediation of Industrially Contaminated Soils." 2-36 Earth Sciences Building.

CHEMICAL ENGINEERING

28 February, 3 pm
Greg Holloway, "Enzymatic Synthesis of Carbohydrates." E342 Chemical-Mineral Engineering Building.

MUSIC

28 February, 3:30 pm
Jacobus Kloppers, The King's College, "Bach: Artist or Saint? The Dualistic Controversy Regarding Bach's Creative Process." 2-32 Fine Arts Building.

ENTOMOLOGY

28 February, 4 pm
Dean Mulyk, "*Saldula pallipes* (Hemiptera: Saldidae) Species Complex or Just a Complex Species?" TBW-1 Tory Breezeway.

LINGUISTICS

28 February, 5 pm
Russell Tomlin, University of Oregon, "Cognitive Processes and Functional Grammar: Focal Attention, Voice, and Word Order in Discourse Production." 2-3 Mechanical Engineering Building.

EXHIBITIONS

FAB GALLERY

Until 17 February
"The 1990 Machida Annual"—student prints from Japan and Canada. Gallery hours: Tuesday, Wednesday and Friday; 10 am to 5 pm; Thursday, 10 am to 8 pm; Sunday; 11 am to 5 pm; Monday and Saturday, closed. Information: 492-2081. 1-1 Fine Arts Building.

BRUCE PEEL SPECIAL COLLECTIONS

Until 23 February
"Women Writing: Five Centuries of Verse and Prose"—an exhibition in celebration of *The Feminist Companion to Literature in English*. Hours: Monday and Friday, 8:30 am to 4:30 pm; Tuesday to Thursday, 8:30 am to 6 pm; Saturday, noon to 5 pm; Sunday, closed.

MCMULLEN GALLERY

Until 29 March
"Facets of Italy." Gallery hours: Monday to Friday, 10 am to 4 pm; Saturday and Sunday, 1 to 4 pm. Information: 492-8428, 492-4211. Walter C Mackenzie Health Sciences Centre.

STUDIO THEATRE

Until 16 February
"The Winter's Tale." Tickets: 492-2495. Myer Horowitz Theatre.

EDMONTON YOUTH ORCHESTRA

24 February, 3 pm
Second Edmonton Youth Orchestra. Program to include Mozart, Faure, and Bizet. Information: 436-7932. Admission: \$3/adults; \$2/students and seniors. Convocation Hall.

EDMONTON CHAMBER MUSIC SOCIETY

24 February, 3 pm
"Guarneri String Quartet." Tickets: 433-4532 or 492-5124. Myer Horowitz Theatre.

MUSIC

27 February, 3 pm
A demonstration of interactive software and a presentation on electroacoustic music in Canada by two performers from Montreal. Convocation Hall.
28 February, 8 pm
Faculty Recital—Richard Troeger, harpsichordist/clavichordist. Convocation Hall.

15 and 16 February, 6:15 pm
Volleyball—Pandas vs University of Saskatchewan
15 and 16 February, 8 pm
Volleyball—Bears vs University of Saskatchewan

CURRENTS

GST MANUALS

GST manuals have now been distributed to designated GST contacts within University departments. If your department has not yet received a copy of the manual, please call Customs and Traffic, 492-2501, with your GST contact name.

HEALTH CARE TRAINING, RESEARCH CONSULTANT BRINGING EUROPEAN VIEW TO DAIS

Marjorie Gott, an international health care training and research consultant, will speak on the topic "Health Promotion: Curriculum Trend of the '90s; The European Experience." Dr Gott, who is also a professor of nursing education at the Open University in Britain, can be heard 21 February, 5 to 6:30 pm, in Bernard Snell Hall, Mackenzie Health Sciences Centre.

The lecture, to which everyone is welcome, is part of Athabasca University's Distinguished Visitors Lecture Series.

PROFESSIONAL DEVELOPMENT FOR APOS - TRAINING SESSION

Topic: "Professional Ethics for the University Administrator." *Date:* Thursday, 28 February. *Time:* 8:30 am to 1 pm. *Location:* MAP Room, Lister Hall. *Presenter(s):* Jim Robb, Professor, Faculty of Law; Lloyd Steier, Professor, Faculty of Business; Gordon Unger, Executive Secretary, Association of Academic Staff: University of Alberta. *Fee:* \$35 per person (luncheon included). May be claimed against PEA or CPDF by those who are eligible. *Registration deadline:* 20 February. Call Gail Bamber, 492-2796.

While this session is directed at APOs, other interested staff are welcome, space permitting.

ACTIVITIES

The Canadian Book Publishers' Council's choice as Bookseller of the Year in 1990 is **Bill Quick**. The assistant director of the University Bookstore was saluted at the 10th annual meeting of the Western Canadian College Stores Association... **Judy Armstrong**, a graduate student in Visual Communication Design, received an award of merit in the student category at the Toronto-based Studio Magazine Awards 1990. Her poster, developed for the Society for the Study of Architecture in Canada, as part of course work under Jorge Frascara (Art and Design), was reproduced in full colour in the Studio Magazine Special Annual Awards issue... **GSH Lock** (Mechanical Engineering) has been elected to the Scientific Council of the International Centre for Heat and Mass Transfer located in Belgrade, Yugoslavia... From January to March, **Ken Munro** (History) is Alberta Visiting Fellow at Edinburgh University's Centre of Canadian Studies... The Department of the Secretary of State has granted the Association of Universities and Colleges of Canada \$250,000. The money will go toward the cost of AUCC's Commission of Inquiry on Canadian University Education. **Stuart Smith**, Commissioner, concluded a series of hearings 5 December. He expects to present his final report to the AUCC in October 1991... **Steve Hrudefy** (Health Services Administration and Community Medicine) has completed an independent review of the environmental monitoring performed at the Alberta Special Waste Treatment Centre at Swan Hills. He

found no evidence of townspeople being exposed to plant contaminants. Professor Hrudefy, who has a five-year contract with the Town of Swan Hills, plans to review the environmental impact assessments regarding the proposed expansion of the four-year-old plant... **Frank Kozar** (Adjunct Professor, Elementary Education) has been appointed a Member of the Order of Military Merit... **Claude Berlioz**, Consul Général de France, and **Matthieu Leburre**, Attaché Scientifique, recently donated 30 books to the Science Library and the Faculté Saint-Jean Library. This is the second such donation, with the number of books increasing by two dozen. The Consul maintains a biennial budget for a book donation program and invites suggestions from various Canadian universities.

AWARD OPPORTUNITIES

NRC TRAINING PROGRAM FOR WOMEN IN SCIENCE AND ENGINEERING

Value: \$10,000

Eligibility: A candidate must:

- be a Canadian citizen or permanent resident.
- be enrolled in an undergraduate science or engineering program with a Canadian university.
- be completing the first year of your program (to be accepted in the training program for your second year).
- be a high academic achiever and maintain this for the duration of the program.
- be willing to work for NRC (or for an NRC partner) in either the Summer Student or Student Co-op program.
- be committed to a career in science and engineering.
- training and financial support for the participants will be for the second, third and fourth years of their undergraduate studies as long as the eligibility requirements continue to be met.

Deadline date: 28 February 1991

For more information and application forms, please contact the Office of Student Awards, 252 Athabasca Hall.

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ACADEMIC

HUMAN RIGHTS OFFICER

The University of Alberta is seeking an individual to serve as a Human Rights Officer in the Office of Human Rights. The initial appointment to this position will be on a half-time basis.

Reporting to the Director of Human Rights, the incumbent will participate in the development of policy and procedures on a full range of human rights issues; advise members of the University community who have problems involving discrimination on any of the grounds protected under federal and provincial human rights legislation, including problems involving sexual harassment; facilitate case resolution; and develop and deliver an educational program about all human rights issues as they affect the University community. In addition, the Human Rights Officer will assist in coordinating the efforts of the Vice-Presidents in the areas of federal contract compliance and associated employment equity considerations.

The successful candidate will have a high level of credibility among all constituencies at the University of Alberta; knowledge and preferably experience in the fields of human rights, equity and/or sexual harassment; outstanding skills in interpersonal communication, analysis, problem-solving, and mediation and demonstrated ability to deliver public presentations to large and small groups.

The term of this position is open to negotiation and may be continuing or term certain depending on the candidate selected. The salary range for this position is currently under review. Letters of application should be accompanied by a curriculum vitae and the names of three references.

Individuals interested in being considered for this position may apply in confidence, by 28 February 1991 to: Mr Fran Trehearne, Director, Office of Human Rights, 1-11 University Hall, University of Alberta, Edmonton, Alberta T6G 2J9.

DIRECTOR, PENSIONS AND BENEFITS

The Director, Pension and Benefits, is responsible for the management of all

University benefits programs. The University provides a comprehensive range of benefits for academic and support staff and other affiliated groups under a variety of negotiated agreements. The University of Alberta is a major employer with a regular staff in excess of 6,500 and presents special challenges, due to the variety and complexity of staffing arrangements and negotiated benefits plans.

The orientation of the responsibilities is changing with considerably more emphasis on the management and planning of benefits programs. The Director will be expected to display considerable initiative and creativity in developing and presenting viable options and long-term strategies for the management of benefits costs.

The Director is responsible for the day-to-day administration of benefits programs, some of which are self-administered and involve claims adjudication. The Director is also responsible for developing, promoting and administering an intensive program of rehabilitation aimed at returning disabled employees to the work force and for working proactively with staff in a preventative mode.

This position reports to the Associate Vice-President (Finance), and supervises a staff of 13 and annual employer premiums approaching \$40 million.

Applicants will need to be experienced in benefits planning, management and administration, be familiar with the issues involved and be service oriented. Well-developed communications and interpersonal skills are required. There is a substantial opportunity for the development of computing systems to support plan management and administration. Experience in the application of technology to such processes and an appreciation for the possibilities that technology presents would be an asset.

A comprehensive benefits package is provided and the salary range is under review. Interested candidates should forward a résumé, by 28 February 1991, to: PA Watts, Associate Vice-President (Finance) 3-20 University Hall, University of Alberta, Edmonton, Alberta T6G 2J9.

APO, UNIVERSITY SECRETARIAT

The University Secretariat seeks applications for an Administrative Professional Officer. This position is one of two APOs reporting to the Director of the University Secretariat/Executive Assistant to the President. The person filling this position will provide executive and administrative services to GFC committees and assist in developing policy covering a wide range of academic areas. Currently this position is responsible for review and circulation of all Faculty course and program revisions and for assisting the following GFC committees with their work: Committee on Admissions and Transfer, Campus Law Review Committee and Nominating Committee.

Applicants should have an undergraduate degree, outstanding analytical ability, strong communication and interpersonal skills and experience in policy development and/or university administration. Applicants should also have a knowledge of the University's academic and administrative structure, policies and procedures, and experience in dealing with faculty, staff, students and administrators.

The salary range for this position (432 Hay points) is \$31,942 to \$47,926 and is under review. Letters of application, a résumé and the names of at least three referees should be sent to Ellen Schoeck, 2-1 University Hall, by 26 February 1991. This search is limited to candidates who are internal to the University of Alberta, ie, those who are currently on staff.

SUPPORT STAFF

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 8 February 1991. For a more up-to-date listing, please consult the weekly Employment Opportunities Bulletin and/or the postings in PSSR.

Positions available as of 8 February 1991.

The limited number of vacancies is a result of the current Support Staff hiring freeze.

The salary rates for the following positions reflect adjustments in accordance with the terms for the implementation of the Pay Equity Program.

SENIOR ACCOUNTS CLERK (Grade 6), Provincial Laboratory, (\$1,952 - \$2,433)

ADMINISTRATIVE CLERK (Grade 6), Faculty of Extension, (\$1,952 - \$2,433)

PROGRAMMER ANALYST (Grade 8), Graduate Studies and Research, (\$2,296 - \$2,895)

ADMINISTRATIVE ASSISTANT (Grade 8), Museums and Collections Services, (\$2,296 - \$2,895)

The following positions retain salary rates in accordance with the previous classification system and pay plan.

CLERK STENO III (Part Time/Trust/Term to 30 April 1991), Disabled Student Services, (\$753 - \$945 prorated)

SECRETARY (Trust), Medicine, (\$1,677 - \$2,143)

MEDICAL STENO (Trust), Medicine, (\$1,677 - \$2,143)

ACCOUNTS CLERK (Term to 31 March 1991), Health Sciences Laboratory Animal Services, (\$1,677 - \$2,143)

TECHNICIAN I (Trust), Genetics, (\$1,738 - \$2,234)

TECHNICIAN I (Trust), Psychiatry, (\$1,738 - \$2,234)

ACCOUNTING ASSISTANT (Term), Office of the Comptroller, (\$2,143 - \$2,765)

TECHNOLOGIST I (Trust), Rehabilitation Medicine, (\$2,143 - \$2,765)

TECHNOLOGIST I/II (Trust), Genetics, (\$2,143 - \$3,018)

PROGRAMMER ANALYST II (Trust), Biochemistry, (\$2,537 - \$3,297)

TECHNOLOGIST IV (Trust), Medical Microbiology and Infectious Diseases, (\$2,889 - \$3,767)

ASSISTANT EDITOR, CANADIAN SLAVONIC PAPERS

Applications are being accepted for a part-time (two-thirds) position as Assistant Editor. *Canadian Slavonic Papers* is an interdisciplinary quarterly devoted to Slavic studies and published by the Canadian Association of Slavists. The successful candidate will assist the Managing Editor in the day-to-day operations of the editorial office and the journal.

Continued on page 8

Excellent computer literacy and familiarity with the publishing process (computer typesetting, desktop editing, electronic mail and typing) is indispensable. Knowledge of one, preferably two, Slavic languages is required. A minimum BA degree is desirable.

Annual salary, paid by the Canadian Association of Slavists, is \$23,000.

The closing date for applications is 15 March 1991. A *curriculum vitae* and three letters of recommendation should be sent to: Dr Edward Mozejko, Chair, Department of Comparative Literature, 347-D Arts, University of Alberta, Edmonton, Alberta T6G 2E6.

The advertisement is directed to citizens and permanent residents of Canada.

ADS

ACCOMMODATIONS AVAILABLE

VICTORIA PROPERTIES - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call (604) 595-3200, Lois Dutton, Re/Max Ports West, Victoria, BC.

VISITING TORONTO? Bed and breakfast in our restored downtown home. From \$45 daily. Furnished apartment available on weekly basis (1-4 people). Ashleigh Heritage Home, (416) 535-4000.

GREAT BRITAIN? LONDON APARTMENT? Country cottage? Castle/manor apartment? Villa in France, Italy? Hearthstone Holidays, PO Box 8625, Station L, Edmonton, T6C 4J4. Phone (403) 465-2874, FAX (403) 468-5517.

SALE - Classic, two storey, three bedroom home in Groat Estates. Extensively renovated by architect. New kitchen, 1 1/2 baths, double garage, deck. Owner, 492-0718 or 452-0512.

RENT - Furnished house in Petrolia, four bedrooms, 3 1/2 baths. Available June 1991 - May 1992. \$1,000 plus utilities. References required. Phone 437-7924 (leave message).

SALE - 10930 87 Avenue, revenue property, \$14,400/year income. Six bedrooms, two fridges, two kitchens, two bathrooms, two hot water heaters (33 gallons each in parallel). Asking \$133,900. To view, 433-8302.

RENT - Glenora, cul-de-sac location, large bungalow. Hardwood floors, \$1,200/month, immediate possession. Western Relocation, 434-4629.

RENT - West end, Wolf Willow Road, beautiful bungalow, 1,800 square feet. Renovated, three bedrooms up, two down, jacuzzi, sauna, \$1,600/month. Western Relocation, 434-4629.

SALE - Lessard, best buy in town. Beautiful, two storey condo, reduced for quick sale, owner transferred. Western Relocation, 434-4629.

TO LET IN LONDON, ENGLAND - Three bedroom, etc, furnished house. Parking, garden. Six months or longer from June 1991. Enquiries 469-2033.

AVAILABLE TO SHARE - Large home, Saskatchewan Drive, with mature female. 428-0560.

SALE - Claridge House, opposite University, with magnificent city view. Two bedrooms, air conditioned, pool, underground parking. \$159,000. 1-342-0050.

ACCOMMODATIONS WANTED

WILL HOUSESIT: Responsible, university graduate. Six months/year. Starting April. 455-1227.

GOODS FOR SALE

AJ510 VIDEO TERMINAL, visual editing, \$200 obo. 433-8302.

LAPTOP 286, hard drive and 1.44 floppy, 4.6 RAM, CGA, full size keyboard with separate number pad, 10 months old. Phone 469-9052.

SOME ENTERTAINMENT '91 coupon books remaining. \$38. Ed, 439-5879.

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BACK BASICS REMEDIAL THERAPY, 436-8059.

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